



TRAINING FOR TRAINERS COURSE



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European Volunteers for Response of Emergencies in the Caribbean

LEADERSHIP TRAINING





LEADERSHIP

- The ability of an individual to influence, motivate, and enable others to contribute toward the effectiveness and success of the organizations of which they are members.
- Leadership is the ability of an individual to set rules for others and lead from the front. It is an attitude that influences the environment around us.



Five Levels of Leadership

- Position/Rights
- Permission/Relationship
- Production/Results
- Empowerness/Reproduction
- Personality/Respect

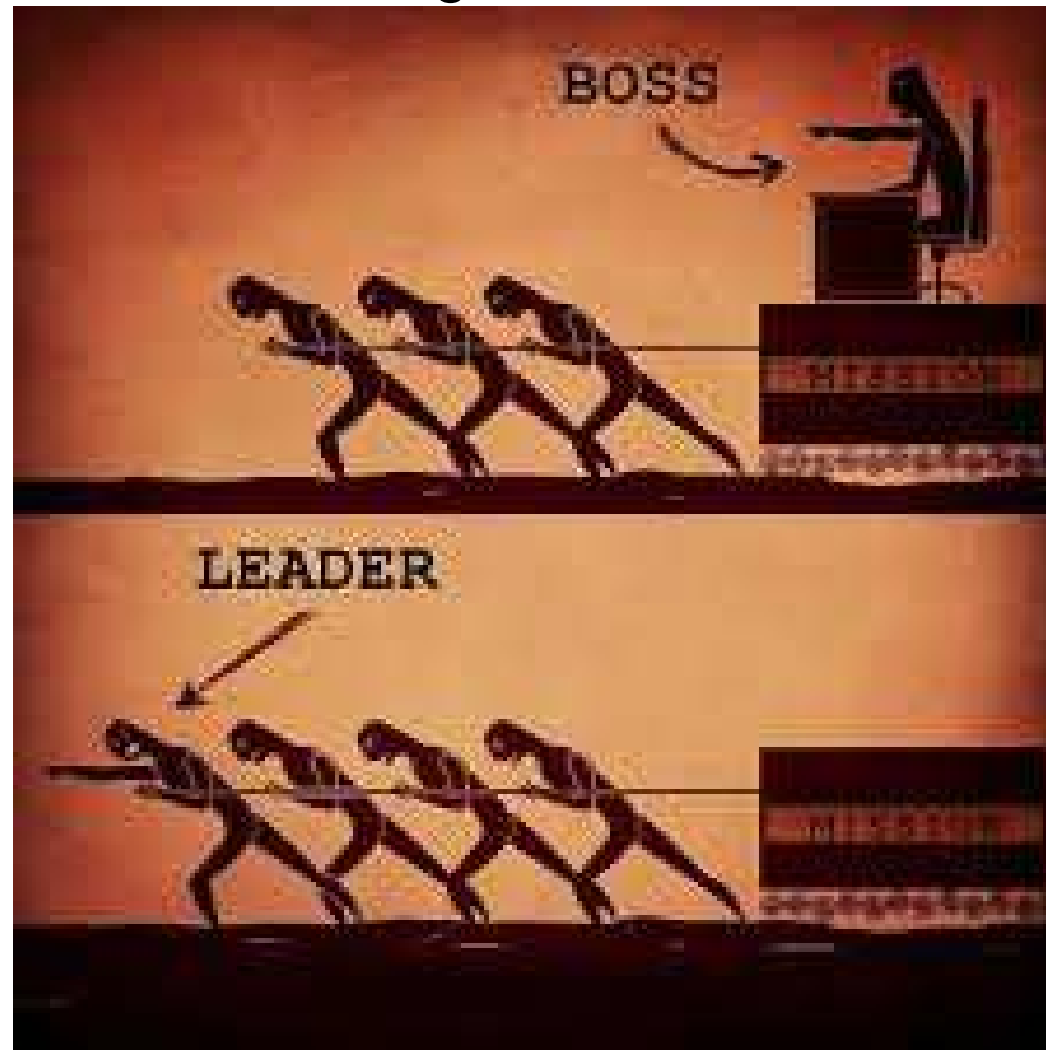


Position

- Rights – People follow because they have to
 - Your influence will not extend above the lines of your job description.
 - Accept responsibility
 - Do your job with consistent excellence
 - Do more than expected
 - Offer creative ideas for change and improvement



A real leader knows the difference between being the boss and being an leader



THE BOSS

THE LEADER

drives his workers

coaches them

depends on authority

on goodwill

inspires fear

inspires enthusiasm

says "I"

Says "We"

fixes the blame for breakdown

fixes the breakdown



Permission

- Relationships – People follow because they want to.
 - People will follow you beyond your stated authority. This level allows work to be fun.
 - “People don’t care how much you know until they know how much you care.”
 - Leadership begins with heart, not the head.
- Time, Energy, and Focus are placed on the individual’s needs and desires.
 - Make those who work with you more successful.
 - See through other people’s eyes.
 - Do “win-win” or don’t do it.
 - Include others in your journey
 - Deal wisely with difficult people.



Production

- Results – People follow because of what you have done for the organization.
 - Initiate and accept responsibility for growth.
 - Develop and follow a statement of purpose.
 - Develop accountability for results, beginning with yourself.
 - Know and do things that give high return.
 - Communicate strategy and vision of the organization.
 - Make the difficult decisions that will make a difference.



Empowerness

- Reproduction – People follow because of what you have done for them.
 - Long-range growth
 - Commitment to developing leaders will ensure growth to the organization.
 - Continue what you do to maintain this achievement.
- A leader is great, not because of his/her power, but because of his/her ability to *empower* others



Realize that people are our most valuable asset.
Place a priority on developing people.
Be a **Model** for others to follow.
Expose key leaders to growth opportunities



Personality

➤ Respect

- People follow because of who you are and what you represent.
- Followers are loyal and sacrificial
- You become sought out by others
- You have mentored and molded others over time.



Integrity

- The most important ingredient in leadership
 - The state of being complete, unified
 - Words and actions must match.
- Integrity is not what we do so much as how we do it
- Integrity binds our person together and fosters a spirit of contentment within us
- When integrity is the referee, we will be consistent; our beliefs will be mirrored by our conduct





Integrity

- Builds Trust
- Has a high influence value
- Facilitates High Standards
- Results in a Solid Reputation, not just an image
- Means living it *myself* before leading others
- Helps a leader be *credible* not just *clever*
- Is a **Hard-working** achievement.



Attention TEST



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President Dwight Eisenhower said:

In order to be a leader a man must have followers.

And to have followers, a man must have their confidence.

Hence, the supreme quality for a leader is unquestionably integrity.

Without it, no real success is possible, no matter whether it is on a section gang, a football field, in an army, or in an office. If a man's associates find him guilty of being phony, if they find that he lacks forthright integrity, he will fail.

His teachings and actions must square with each other.

The first great need, therefore, is integrity and high purpose.





- On a piece of paper – draw two horizontal lines: (e.g., _____ _____).
- Next, on the left line, write the word *Attitude* with your dominant “writing hand”, then write *Attitude* on the right line with your “non-dominant” hand.

The people we lead

- Developing people takes time.
 - People skills are essential for success
 - Be a model that others can follow
 - People do what they see
 - People’s minds are changed more through observation than through arguments
 - Lead others by looking through their eyes
 - “We judge ourselves by what we feel capable of doing; while others judge us by what we have already done” (Henry Wadsworth Longfellow).



Attributes of a Leader

Passion:

Effective leaders believe passionately in their goals.

Integrity:

Because they know who they are, effective leaders are also aware of their weaknesses.





Honesty:

Leaders convey an aura of honesty in both their professional and their personal lives

Trust:

Effective leaders earn the trust of their followers and act on behalf of their followers





Dedication:

The effective leader is dedicated to his or her charge, and will work assiduously on behalf of those following. The leader gives himself or herself entirely to the task when it is necessary.



EXERCISE

ANGRY MAN



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LEADERS MUST KNOW THE TEAM MEMBERS




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**Leaders become great, not because of
their power, but because of their ability
to empower others.**

John Maxwell





**Thank you
for
your attention!**

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